

**GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICELIST**

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Human Resources & Equal Employment Opportunity Services (HR &EEO Services)

Accenture Federal Services LLC

Contract Number:	GS-02F-0170N
FSC Group:	738X
FSC Services Code(s):	R499 & R799
Special Item No.:	595-21, 595-22 and 595-26
Contract Period, Option Period 1:	July 28, 2008 – July 27, 2013
Price List current through	Modification PO-0017, dated February 22, 2011 and Mass Modification A087, dated January 19, 2011 Refresh #15
Business Size:	Large

Contact Information:
Accenture Federal Services LLC
One Freedom Square
11951 Freedom Drive
Reston, VA 20190
Phone: (703) 947-3004
eFax: (703) 656-4968
Website: www.accenture.com

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Ordering Information

1. Awarded Special Item Numbers (SIN): 595-21 General Support Services Planning, Recruitment and Internal Placement, Position Classification, Personnel Actions, Training, Employee Relations, and Outplacement, SIN 595-22 HR Private Shared Service Centers Core Requirements - Benefits Management, Personnel Action Processing, Compensation Management, SIN 595-26 HR Private Shared Service Centers Non-Core Requirements - Compensation Management, HR Development, HR Strategy, Organization And Position Management, Performance Management, Staff Acquisition, Employee Relations, Labor Relations And Separations Management.
- 1b. See attached for rates
- 1c. See attached for labor category description
2. Maximum order: \$1 million
3. Minimum order: \$100 or lowest cost of service
4. Geographic coverage (delivery area): 48 contiguous states and Washington DC
5. Point(s) of production (city, country, and State or foreign country): N/A
6. Discount from list prices or statement of net price: Net prices are shown in the price list.
Basic discounts have already been deducted.
7. Quantity discounts: Included in price lists
8. Prompt payment terms: N/A
- 9a. Notification that Government purchase cards are accepted below the micro-purchase threshold:
Government purchase cards will be accepted below the micro-purchase threshold.
- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:
Government purchase cards will not be accepted above the micro-purchase threshold.
10. Foreign items: N/A
- 11a. Time of delivery: Will adhere to delivery schedule as specified by the purchase order
- 11b. Expedited Delivery: Contact contractor for time of delivery
- 11c. Overnight and 2-day delivery: N/A
- 11d. Urgent Requirements: N/A
12. F.O.B. points: N/A
- 13a. Ordering Address:
Accenture Federal Services LLC
11951 Freedom Drive
Reston, VA 20190
Attn: Scott E. Pospichel
OR
eFax: (703) 656-4968
- 13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment Address:

Accenture Federal Services LLC
P.O. Box 70629
Chicago, IL 60673

15. Warranty provision: N/A

16. Export packing charges: N/A

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):
Government purchase cards will not be accepted above the micro-purchase threshold.

18. Terms and conditions of rental, maintenance, and repair: N/A

19. Terms and conditions of installation: N/A

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: N/A

20a. Terms and Conditions for any other services: N/A

21. List of service and distribution points: N/A

22. List of participating dealers: N/A

23. Preventative maintenance: N/A

24a. Environmental attributes, e.g. recycled content, energy efficiency, and /or reduced pollutants: N/A

24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/. N/A

25. Data Universal Number System (DUNS) number: 13-972-7148

26. Notification regarding registration in Central Contractor Registration (CCR) Database: Accenture Federal Services LLC has registered in the CCR under CAGE code: 1ZD18

SIN 595-21: SERVICE DESCRIPTIONS

General Support Services (SIN 595-21):

595-21 - Planning:

Provide systemic approaches to organizing and structuring new and realigned organizations. Perform systemic approaches for workforce projections that include identification of required functions, workload, compensation ranges and recruitment and staffing sources by location. Coordinate with aligned functions, including budget planning and space planning.

595-21 - Recruitment and Internal Placement:

Provide comprehensive support for Federal competitive Civil Service and excepted service recruiting and staffing. Perform strategic consulting related to qualification requirements, recruitment sources and applicable automation tools and timeframes. Conduct job analyses and develop vacancy announcements.

595-21 - Position Classification:

Conduct in-depth fact-finding of new and restructured functions. Describe discrete positions and develop career position descriptions, as needed, to recruit, develop and retain well qualified individuals through the full performance level. Develop subject matter expert, supervisory and managerial position descriptions and evaluation statements covering a wide range of Federal government occupations. Provide advice and assistance in ensuring that organizational structures provide efficiency and effectiveness for performance of agencies' strategic goals and objectives.

595-21 - Personnel Actions:

Perform routine personnel transactions associated with benefits enrollments, beneficiary designations and related staffing actions in compliance with the Code of Federal Regulations and Office of Personnel Management (OPM) guides.

595-21 - Training

Conduct a full range of services in HR-specific training support. Training support include but is not limited to: Provide advice, guidance and assistance to supervisors and employees as well as HR/personnel staff in managing self-improvement training resources; provide assistance in identifying training needs and requirements; coordinate the availability of various training programs; counsel management and employees to determine the best and most cost-effective methods of meeting organizational and career developmental needs; recommend, design, and/or conduct training programs.

595-21 - Employee Relations:

Provide advice and assistance to ensure work life programs and employee performance, conduct and suitability comport with agency policies and Federal guidelines. Assist with casework to determine relevant facts and document basis for recommended actions. Develop for and provide employee relations training to supervisors and managers.

595-21 - Outplacement:

Perform personnel outplacement planning and administration related to reorganizations, transfers of functions and downsizing, including reductions in force. Perform or coordinate for relevant training, knowledge and skill assessments, job aptitude/interest inventories, resume writing and interview workshops, counseling, stress management, financial education and retirement assistance.

SIN 595-21 Labor Category Descriptions

Partner 2

General Experience. Partner (2)s possess at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Partner (2)s have overall accountability for business solution programs. Partner (2)s are responsible for product delivery and financial management of client engagements. A Partner (2) performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. Partner (2)s also are recognized experts in the areas of business process redesign, technical architecture, organizational change or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.

Minimum Education: Bachelor s Degree

Partner 1

General Experience. Partner (1)s possess at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Partner (1)s have overall accountability for business solution programs. Partner (1)s are responsible for product delivery and financial management of client engagements. A Partner (1) performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. Partner (1)s also are recognized experts in the areas of business process redesign, technical architecture, organizational change or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.

Minimum Education: Bachelor s Degree

Associate Partner 6

General Experience. Associate Partner (6)s possess at least 15 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Associate Partner (6)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (6)s perform such duties as:

- Set overall policy direction for client engagements

- Communicate with Partner (1) and Partner (2)s and client executive management to ensure critical issues are addressed

- Provide expert guidance to projects in industry and functional areas

- Act as senior client liaison

- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor s Degree

Associate Partner 5

General Experience. Associate Partner (5)s possess at least 14 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Associate Partner (5)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (5)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner (1) and Partner (2)s and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor s Degree

Associate Partner 4

General Experience. Associate Partner (4)s possess at least 13 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Associate Partner (4)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (4)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor s Degree

Associate Partner 3

General Experience. Associate Partner (3)s possess at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Associate Partner (3)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (3)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor s Degree

Associate Partner 2

General Experience. Associate Partner (2)s possess at least 11 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Associate Partner (2)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (2)s perform such duties as:

- Set overall policy direction for client engagements

- Communicate with Partner and client executive management to ensure critical issues are addressed

- Provide expert guidance to projects in industry and functional areas

- Act as senior client liaison

- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor s Degree

Associate Partner 1

General Experience. Associate Partner (1)s possess at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Associate Partner (1)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (1)s perform such duties as:

- Set overall policy direction for client engagements

- Communicate with Partner and client executive management to ensure critical issues are addressed

- Provide expert guidance to projects in industry and functional areas

- Act as senior client liaison

- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor s Degree

Program Manager 3

General Experience. Program Manager (3)s at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Program Manager (3)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Program Manager (3)s provide subject matter expertise in industry, process or technology areas. A Program Manager (3) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams

- Design and implement new organization structures

- Conceptual design and development of training curricula

- Work with client executives to facilitate organizational change programs and realize business goals

- Lead clients through streamlining, reengineering and transforming business processes

Ensure consistency of quality across multiple projects

Manage client contracts.

Minimum Education: Bachelor s Degree or 3 years related experience.

Program Manager 2

General Experience. Program Manager (2)s at least 9 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Program Manager (2)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Program Manager (2)s provide subject matter expertise in industry, process or technology areas. A Program Manager (2) is qualified to perform such tasks as:

Plan and manage the work of information systems project teams

Design and implement new organization structures

Conceptual design and development of training curricula

Work with client executives to facilitate organizational change programs and realize business goals

Lead clients through streamlining, reengineering and transforming business processes

Ensure consistency of quality across multiple projects

Manage client contracts.

Minimum Education: Bachelor s Degree or 3 years related experience.

Program Manager 1

General Experience. Program Manager (1)s at least 8 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Program Manager (1)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Program Managers provide subject matter expertise in industry, process or technology areas. A Program Manager (1) is qualified to perform such tasks as:

Plan and manage the work of information systems project teams

Design and implement new organization structures

Conceptual design and development of training curricula

Work with client executives to facilitate organizational change programs and realize business goals

Lead clients through streamlining, reengineering and transforming business processes

Ensure consistency of quality across multiple projects

Manage client contracts.

Minimum Education: Bachelor s Degree or 3 years related experience.

Project Manager 7

General Experience. Project Manager (7)s possess at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Project Manager (7)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (7)s provide subject matter expertise in HR processes or technology areas. A Project Manager (7) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

Minimum Education: Bachelor s Degree or 3 years related experience.

Project Manager 6

General Experience. Project Manager (6)s possess at least 11 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Project Manager (6)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (6)s provide subject matter expertise in HR processes or technology areas. A Project Manager (6) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

Minimum Education: Bachelor s Degree or 3 years related experience.

Project Manager 5

General Experience. Project Manager (5)s possess at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Project Manager (5)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (5)s provide subject matter expertise in HR processes or technology areas. A Project Manager (5) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

Minimum Education: Bachelor s Degree or 3 years related experience.

Project Manager 4

General Experience. Project Manager (4)s possess at least 9 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Project Manager (4)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (4)s provide subject matter expertise in HR processes or technology areas. A Project Manager (4) is qualified to perform such tasks as:

- Design and implement new organization structures

- Conceptual design and development of training curricula

- Assist an organization translate its vision and strategy into core human resource and business processes

- Lead clients through streamlining, reengineering and transforming business processes

- Develop and execute project budgets.

Minimum Education: Bachelor s Degree or 3 years related experience.

Project Manager 3

General Experience. Project Manager (3)s possess at least 8 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Project Manager (3)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (3)s provide subject matter expertise in HR processes or technology areas. A Project Manager (3) is qualified to perform such tasks as:

- Design and implement new organization structures

- Conceptual design and development of training curricula

- Assist an organization translate its vision and strategy into core human resource and business processes

- Lead clients through streamlining, reengineering and transforming business processes

- Develop and execute project budgets.

Minimum Education: Bachelor s Degree or 3 years related experience.

Project Manager 2

General Experience. Project Manager (2)s possess at least 7 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Project Manager (2)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (2)s provide subject matter expertise in HR processes or technology areas. A Project Manager (2) is qualified to perform such tasks as:

- Design and implement new organization structures

- Conceptual design and development of training curricula

- Assist an organization translate its vision and strategy into core human resource and business processes

- Lead clients through streamlining, reengineering and transforming business processes

- Develop and execute project budgets.

Minimum Education: Bachelor s Degree or 3 years related experience.

Project Manager 1

General Experience. Project Manager (1)s possess at least 6 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Project Manager (1)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (1)s provide subject matter expertise in HR processes or technology areas. A Project Manager (1) is qualified to perform such tasks as:

- Design and implement new organization structures

- Conceptual design and development of training curricula

- Assist an organization translate its vision and strategy into core human resource and business processes

- Lead clients through streamlining, reengineering and transforming business processes

- Develop and execute project budgets.

Minimum Education: Bachelor s Degree or 3 years related experience.

HR Senior Specialist 6

General Experience. HR Senior Specialist (6)s possess at least 7 years of experience in Human Resource business processes.

Functional Responsibility. HR Senior Specialist (6)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (6)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (6) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)

- Provide assistance on employee records

- Process personnel transactions

- Prepare human resource reports

- Provide daily supervision and direction to staff

Minimum Education: Bachelor s Degree or 3 years related experience.

HR Senior Specialist 5

General Experience. HR Senior Specialist (5)s possess at least 6 years of experience in Human Resource business processes.

Functional Responsibility. HR Senior Specialist (5)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (5)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (5) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)

- Provide assistance on employee records

- Process personnel transactions

- Prepare human resource reports

- Provide daily supervision and direction to staff

Minimum Education: Bachelor s Degree or 3 years related experience.

HR Senior Specialist 4

General Experience. HR Senior Specialist (4)s possess at least 5 years of experience in Human Resource business processes.

Functional Responsibility. HR Senior Specialist (4)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (4)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (4) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

Minimum Education: Bachelor s Degree or 3 years related experience.

HR Senior Specialist 3

General Experience. HR Senior Specialist (3)s possess at least 4 years of experience in Human Resource business processes.

Functional Responsibility. HR Senior Specialist (3)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (3)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (3) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

Minimum Education: Bachelor s Degree or 3 years related experience.

HR Senior Specialist 2

General Experience. HR Senior Specialist (2)s possess at least 3 years of experience in Human Resource business processes or training development and administration..

Functional Responsibility. HR Senior Specialist (2)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (2)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (2) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel transactions

- Prepare human resource reports
- Provide daily supervision and direction to staff

Minimum Education: Bachelor's Degree or 3 years related experience.

HR Senior Specialist 1

General Experience. HR Senior Specialist (1)s possess at least 2 years of experience in Human Resource business processes.

Functional Responsibility. HR Senior Specialist (1)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (1)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (1) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

Minimum Education: Bachelor's Degree or 3 years related experience.

HR Specialist 3

General Experience. HR Specialist (3)s possess at least 3 years experience in Human Resource business processes.

Functional Responsibility. HR Specialist (3)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource and training processes. On Accenture projects, HR Specialist (3)s provide HR process services. A HR Specialist (3) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel transactions
- Prepare human resource reports

Minimum Education: Bachelor's Degree or 3 years related experience.

HR Specialist 2

General Experience. HR Specialist (2)s possess at least 2 years experience in Human Resource business processes.

Functional Responsibility. HR Specialist (2)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource processes. On Accenture projects, HR Specialist (2)s provide HR process services. A HR Specialist (2) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel transactions
- Prepare human resource reports

Minimum Education: Bachelor s Degree or 3 years related experience.

HR Specialist 1

General Experience. HR Specialist (1)s possess at least 1 year of experience in Human Resource business processes.

Functional Responsibility. HR Specialist (1)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource processes. On Accenture projects, HR Specialist (1)s provide HR processing services. A HR Specialist (1) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel transactions
- Prepare human resource reports

Minimum Education: Bachelor s Degree or 3 years related experience.

HR Assistant 2

General Experience. HR Assistant (2)s possess at least 6 months of experience in Human Resource business processes.

Functional Responsibility. HR Assistant (2)s apply their skills to administer human resource processes. On Accenture projects, HR Assistant (2)s provide HR data entry services. An HR Assistant (2) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel transactions
- Prepare human resource reports

Minimum Education: Associate s Degree or 2 years related experience.

HR Assistant 1

General Experience. HR Assistant (1)s possess less than 6 months of experience in Human Resource business processes.

Functional Responsibility. HR Assistant (1)s apply their skills to administer human resource processes. On Accenture projects, HR Assistant (1)s provide HR data entry services. An HR Assistant (1) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel transactions
- Prepare human resource reports

Minimum Education: Associate s Degree or 2 years related experience.

Training Senior Specialist 6

General Experience. Training Senior Specialist (6)s possess at least 7 years of experience in Human Resource business processes or training development and administration..

Functional Responsibility. Training Senior Specialist (6)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture projects, Training Senior Specialist (6)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (6) is qualified to perform tasks such as:

- Conduct the research necessary to develop and revise training courses

- Prepare appropriate training catalogs

- Develop all instructor materials including course outline, background material, and training aids

- Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

- Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

- Provide daily supervision and direction to staff

Minimum Education: Bachelor s Degree or 3 years related experience.

Training Senior Specialist 5

General Experience. Training Senior Specialist (5)s possess at least 6 years of experience in Human Resource business processes or training development and administration..

Functional Responsibility. Training Senior Specialist (5)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture projects, Training Senior Specialist (5)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (5) is qualified to perform tasks such as:

- Conduct the research necessary to develop and revise training courses

- Prepare appropriate training catalogs

- Develop all instructor materials including course outline, background material, and training aids

- Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

- Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

- Provide daily supervision and direction to staff

Minimum Education: Bachelor s Degree or 3 years related experience.

Training Senior Specialist 4

General Experience. Training Senior Specialist (4)s possess at least 5 years of experience in Human Resource business processes or training development and administration..

Functional Responsibility. Training Senior Specialist (4)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture projects, Training Senior Specialist (4)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (4) is qualified to perform tasks such as:

- Conduct the research necessary to develop and revise training courses

- Prepare appropriate training catalogs

- Develop all instructor materials including course outline, background material, and training aids

- Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

Provide daily supervision and direction to staff

Minimum Education: Bachelor s Degree or 3 years related experience.

Training Senior Specialist 3

General Experience. Training Senior Specialist (3)s possess at least 4 years of experience in Human Resource business processes or training development and administration..

Functional Responsibility. Training Senior Specialist (3)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture projects, Training Senior Specialist (3)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (3) is qualified to perform tasks such as:

Conduct the research necessary to develop and revise training courses

Prepare appropriate training catalogs

Develop all instructor materials including course outline, background material, and training aids

Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

Provide daily supervision and direction to staff

Minimum Education: Bachelor s Degree or 3 years related experience.

Training Senior Specialist 2

General Experience. Training Senior Specialist (2)s possess at least 3 years of experience in Human Resource business processes or training development and administration..

Functional Responsibility. Training Senior Specialist (2)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture projects, Training Senior Specialist (2)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (2) is qualified to perform tasks such as:

Conduct the research necessary to develop and revise training courses

Prepare appropriate training catalogs

Develop all instructor materials including course outline, background material, and training aids

Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

Provide daily supervision and direction to staff

Minimum Education: Bachelor s Degree or 3 years related experience.

Training Senior Specialist 1

General Experience. Training Senior Specialist (1)s possess at least 2 years of experience in Human Resource business processes or training development and administration..

Functional Responsibility. Training Senior Specialist (1)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture projects, Training Senior Specialist (1)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (1) is qualified to perform tasks such as:

- Conduct the research necessary to develop and revise training courses
- Prepare appropriate training catalogs
- Develop all instructor materials including course outline, background material, and training aids
- Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms
- Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training
- Provide daily supervision and direction to staff

Minimum Education: Bachelor s Degree or 3 years related experience.

Training Specialist 3

General Experience. Training Specialist (3)s possess at least 3 years experience in Human Resource business processes or training development and administration.

Functional Responsibility. Training Specialist (3)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. A Training Specialist (3) is qualified to perform tasks such as:

- Conduct the research necessary to develop and revise training courses
- Prepare appropriate training catalogs
- Develop all instructor materials including course outline, background material, and training aids
- Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms
- Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

Minimum Education: Bachelor s Degree or 3 years related experience.

Training Specialist 2

General Experience. Training Specialist (2)s possess at least 2 years experience in Human Resource business processes or training development and administration.

Functional Responsibility. Training Specialist (2)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. A Training Specialist (2) is qualified to perform tasks such as:

- Conduct the research necessary to develop and revise training courses
- Prepare appropriate training catalogs
- Develop all instructor materials including course outline, background material, and training aids
- Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms
- Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

Minimum Education: Bachelor s Degree or 3 years related experience.

Training Specialist 1

General Experience. Training Specialist (1)s possess at least 1 year of experience in Human Resource business processes or training development and administration.

Functional Responsibility. Training Specialist (1)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. A Training Specialist (1) is qualified to perform tasks such as:

- Conduct the research necessary to develop and revise training courses

- Prepare appropriate training catalogs

- Develop all instructor materials including course outline, background material, and training aids

- Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

- Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

Minimum Education: Bachelor's Degree or 3 years related experience.

Training Assistant 2

General Experience. Training Assistant (2)s possess at least 6 months of experience in training development and administration.

Functional Responsibility. Training Assistant (2)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture projects, Training Assistant (2)s provide training development services. A Training Assistant (2) is qualified to perform tasks such as:

- Assist in conducting the research necessary to develop and revise training courses

- Prepare appropriate training catalogs

- Provide assistance in developing all instructor materials including course outline, background material, and training aids

- Provide assistance in developing all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

Minimum Education: Associate's Degree or 2 years related experience.

Training Assistant 1

General Experience. Training Assistant (1)s possess less than 6 months of experience in Human Resource business processes or training development and administration.

Functional Responsibility. Training Assistant (1)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture projects, Training Assistant (1)s provide training development services. A Training Assistant (1) is qualified to perform tasks such as:

- Assist in conducting the research necessary to develop and revise training courses

- Prepare appropriate training catalogs

- Provide assistance in developing all instructor materials including course outline, background material, and training aids

- Provide assistance in developing all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

Minimum Education: Associate's Degree or 2 years related experience.

Client Financial Management Associate Partner

General Experience. Client Financial Management Associate Partners possess at least 10 years of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management Associate Partners oversee the administrative and financial management of client engagements. A Client Financial Management Associate Partner is qualified to perform such tasks as:

- Provide expert counsel to Client Financial Management teams in the areas of work management activities, financial management, human resources management, contract management and facilities management for one or more client engagements

- Conduct Client Financial Management reviews and recommend specific improvement strategies

- Recognize internal and external trends, and adjust Client Financial Management strategies accordingly

- Oversee the management of one or more Client Financial Management teams.

Minimum Education: Bachelor's Degree.

Client Financial Management Senior Manager

General Experience. Client Financial Management Senior Managers possess at least 7 years of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management Senior Managers support project personnel in the administrative and financial management of client engagements. A Client Financial Management Senior Manager is qualified to perform such tasks as:

- Develop standards for and manage work management activities, financial management, human resources management, contract management and facilities management for one or more client engagements

- Provide quality management review for engagements

- Develop best practices for Client Financial Management

- Manage one or more Client Financial Management teams.

Minimum Education: Bachelor's Degree or 3 years related experience.

Client Financial Management Manager

General Experience. Client Financial Management Managers possess at least 5 years of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management professionals support project personnel in the administrative and financial management of client engagements. A Client Financial Management Manager is qualified to perform such tasks as:

- Ensure contractual compliance for an engagement

- Establish and monitor key performance indicators and engagement metrics

- Establish facilities management process and responsibilities

- Develop an engagement's quality plan

- Manage the Client Financial Management team.

Minimum Education: Bachelor's Degree or 3 years related experience.

Client Financial Management Specialist 2

General Experience. Client Financial Management Specialist (2)s possess at least 4 years of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management Specialist (2)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Specialist (2) is qualified to perform such tasks as:

- Set up and coordinate an engagement s work management processes, tools and reporting structure
- Set up and coordinate an engagement s financial accounting process
- Establish and manage human resources management processes for an engagement
- Support the development of an engagement s quality plan, procedures and metrics
- Supervise Client Financial Management analysts and assistants.

Minimum Education: Bachelor s Degree or 3 years related experience.

Client Financial Management Specialist 1

General Experience. Client Financial Management Specialist (1)s possess at least 3 years of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management Specialist (1)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Specialist (1) is qualified to perform such tasks as:

- Set up and coordinate an engagement s work management processes, tools and reporting structure
- Set up and coordinate an engagement s financial accounting process
- Establish and manage human resources management processes for an engagement
- Support the development of an engagement s quality plan, procedures and metrics
- Supervise Client Financial Management analysts and assistants.

Minimum Education: Bachelor s Degree or 3 years related experience.

Client Financial Management Analyst 2

General Experience. Client Financial Management Analyst (2)s possess at least 2 years of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management Analyst (2)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Analyst (2) is qualified to perform such tasks as:

- Prepare engagement reporting, trend analysis, costing and forecasting
- Prepare Accenture billings based upon contractual requirements
- Perform and monitor an engagement s internal financial accounting processes
- Perform and monitor an engagement s human resources and facilities management activities
- Track and monitor quality management checkpoints and metrics.

Minimum Education: Bachelor s Degree or 3 years related experience.

Client Financial Management Analyst 1

General Experience. Client Financial Management Analyst (1)s possess up to 1 year of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management Analyst (1)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Analyst (1) is qualified to perform such tasks as:

- Prepare engagement reporting, trend analysis, costing and forecasting
- Prepare Accenture billings based upon contractual requirements
- Perform and monitor an engagement s internal financial accounting processes
- Perform and monitor an engagement s human resources and facilities management activities
- Track and monitor quality management checkpoints and metrics.

Minimum Education: Bachelor s Degree or 3 years related experience.

Client Financial Management Assistant

General Experience. Client Financial Management Assistants possess up to 1 year of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management Assistants support project personnel in the administrative and financial management of client engagements. A Client Financial Management Assistant is qualified to perform such tasks as:

- Assist in maintaining and reconciling an engagement s work management records
- Assist in financial tracking and reporting
- Assist in an engagement s human resources management activities, such as performance evaluation tracking and team member scheduling
- Assist in facilities management for an engagement.

Minimum Education: High School Diploma.

Executive Assistant

General Experience. Executive Assistant (2)s possess 1 to 5 years of administrative experience.

Functional Responsibility. Executive Assistants provide administrative support to project managers, associate partners and partners on client engagements. Executive Assistant (2)s perform tasks such as:

- Liaise with executive s clients
- Transcribe dictation from tape, voicemail, etc.
- Manage and coordinate calendars for one or more executives
- Arrange all aspects of on-site and off-site group meetings
- Prepare advanced graphics and other complex documents, such as tables and presentations.

Minimum Education: High School Diploma.

Price List for orders less than \$1 million

SIN: 595-21					
	Option Yr 1- July 28,2008- July 27, 2009	Option Yr 2- July 28,2009- July 27, 2010	Option Yr 3- July 28,2010- July 27, 2011	Option Yr 4- July 28,2011- July 27, 2012	Option Yr 5- July 28,2012- July 27, 2013
Labor Category					
Partner 2	\$ 451.60	\$ 461.08	\$ 470.76	\$ 480.65	\$ 490.74
Partner 1	\$ 415.08	\$ 423.80	\$ 432.70	\$ 441.79	\$ 451.07
Associate Partner 6	\$ 378.58	\$ 386.53	\$ 394.65	\$ 402.94	\$ 411.40
Associate Partner 5	\$ 348.35	\$ 355.67	\$ 363.14	\$ 370.77	\$ 378.56
Associate Partner 4	\$ 318.15	\$ 324.83	\$ 331.65	\$ 338.61	\$ 345.72
Associate Partner 3	\$ 287.92	\$ 293.97	\$ 300.14	\$ 306.44	\$ 312.88
Associate Partner 2	\$ 257.32	\$ 262.72	\$ 268.24	\$ 273.87	\$ 279.62
Associate Partner 1	\$ 233.39	\$ 238.29	\$ 243.29	\$ 248.40	\$ 253.62
Program Manager 3	\$ 195.82	\$ 199.93	\$ 204.13	\$ 208.42	\$ 212.80
Program Manager 2	\$ 177.22	\$ 180.94	\$ 184.74	\$ 188.62	\$ 192.58
Program Manager 1	\$ 158.58	\$ 161.91	\$ 165.31	\$ 168.78	\$ 172.32
Project Manager 7	\$ 192.52	\$ 196.56	\$ 200.69	\$ 204.90	\$ 209.20
Project Manager 6	\$ 180.32	\$ 184.11	\$ 187.98	\$ 191.93	\$ 195.96
Project Manager 5	\$ 168.14	\$ 171.67	\$ 175.28	\$ 178.96	\$ 182.72
Project Manager 4	\$ 155.94	\$ 159.21	\$ 162.55	\$ 165.96	\$ 169.45
Project Manager 3	\$ 143.75	\$ 146.77	\$ 149.85	\$ 153.00	\$ 156.21
Project Manager 2	\$ 131.57	\$ 134.33	\$ 137.15	\$ 140.03	\$ 142.97
Project Manager 1	\$ 119.23	\$ 121.73	\$ 124.29	\$ 126.90	\$ 129.56
HR Senior Specialist 6	\$ 98.01	\$ 100.07	\$ 102.17	\$ 104.32	\$ 106.51
HR Senior Specialist 5	\$ 94.42	\$ 96.40	\$ 98.42	\$ 100.49	\$ 102.60
HR Senior Specialist 4	\$ 86.22	\$ 88.03	\$ 89.88	\$ 91.77	\$ 93.70
HR Senior Specialist 3	\$ 80.30	\$ 81.99	\$ 83.71	\$ 85.47	\$ 87.26
HR Senior Specialist 2	\$ 77.89	\$ 79.53	\$ 81.20	\$ 82.91	\$ 84.65
HR Senior Specialist 1	\$ 62.97	\$ 64.29	\$ 65.64	\$ 67.02	\$ 68.43
HR Specialist 3	\$ 67.12	\$ 68.53	\$ 69.97	\$ 71.44	\$ 72.94
HR Specialist 2	\$ 62.25	\$ 63.56	\$ 64.89	\$ 66.25	\$ 67.64
HR Specialist 1	\$ 60.17	\$ 61.43	\$ 62.72	\$ 64.04	\$ 65.38
HR Assistant 2	\$ 50.48	\$ 51.54	\$ 52.62	\$ 53.73	\$ 54.86
HR Assistant 1	\$ 49.73	\$ 50.77	\$ 51.84	\$ 52.93	\$ 54.04
Client Financial Management Associate Partner	\$ 317.00	\$ 327.57	\$ 351.66	\$ 365.72	\$ 380.35
Client Financial Management Senior Manager	\$ 225.66	\$ 233.19	\$ 250.34	\$ 260.35	\$ 270.76
Client Financial Management Manager	\$ 152.94	\$ 158.04	\$ 169.66	\$ 176.45	\$ 183.51
Client Financial Management Specialist 2	\$ 108.27	\$ 111.88	\$ 120.10	\$ 124.90	\$ 129.90
Client Financial Management Specialist 1	\$ 99.43	\$ 102.75	\$ 110.31	\$ 114.72	\$ 119.30
Client Financial Management Analyst 2	\$ 91.19	\$ 94.23	\$ 101.16	\$ 105.21	\$ 109.42
Client Financial Management Analyst 1	\$ 80.71	\$ 83.40	\$ 89.54	\$ 93.12	\$ 96.84
Client Financial Management Assistant	\$ 57.00	\$ 58.90	\$ 63.23	\$ 65.76	\$ 68.39
Executive Assistant	\$ 74.26	\$ 76.74	\$ 82.38	\$ 85.67	\$ 89.10
Training Senior Specialist 6	\$ 98.01	\$ 100.07	\$ 102.17	\$ 104.32	\$ 106.51
Training Senior Specialist 5	\$ 94.42	\$ 96.40	\$ 98.42	\$ 100.49	\$ 102.60
Training Senior Specialist 4	\$ 86.22	\$ 88.03	\$ 89.88	\$ 91.77	\$ 93.70
Training Senior Specialist 3	\$ 80.30	\$ 81.99	\$ 83.71	\$ 85.47	\$ 87.26
Training Senior Specialist 2	\$ 77.89	\$ 79.53	\$ 81.20	\$ 82.91	\$ 84.65
Training Senior Specialist 1	\$ 62.97	\$ 64.29	\$ 65.64	\$ 67.02	\$ 68.43
Training Specialist 3	\$ 67.12	\$ 68.53	\$ 69.97	\$ 71.44	\$ 72.94
Training Specialist 2	\$ 62.25	\$ 63.56	\$ 64.89	\$ 66.25	\$ 67.64
Training Specialist 1	\$ 60.17	\$ 61.43	\$ 62.72	\$ 64.04	\$ 65.38
Training Assistant 2	\$ 50.48	\$ 51.54	\$ 52.62	\$ 53.73	\$ 54.86
Training Assistant 1	\$ 49.73	\$ 50.77	\$ 51.84	\$ 52.93	\$ 54.04

Price list for orders between \$1million to \$10 million

SIN: 595-21					
Labor Category	Option Yr 1- July 28,2008- July 27, 2009	Option Yr 2- July 28,2009- July 27, 2010	Option Yr 3- July 28,2010- July 27, 2011	Option Yr 4- July 28,2011- July 27, 2012	Option Yr 5- July 28,2012- July 27, 2013
Partner 2	\$ 447.50	\$ 456.90	\$ 466.49	\$ 476.29	\$ 486.29
Partner 1	\$ 411.31	\$ 419.95	\$ 428.77	\$ 437.77	\$ 446.96
Associate Partner 6	\$ 375.14	\$ 383.02	\$ 391.06	\$ 399.27	\$ 407.65
Associate Partner 5	\$ 345.19	\$ 352.44	\$ 359.84	\$ 367.40	\$ 375.12
Associate Partner 4	\$ 315.25	\$ 321.87	\$ 328.63	\$ 335.53	\$ 342.58
Associate Partner 3	\$ 285.30	\$ 291.29	\$ 297.41	\$ 303.66	\$ 310.04
Associate Partner 2	\$ 254.98	\$ 260.33	\$ 265.80	\$ 271.38	\$ 277.08
Associate Partner 1	\$ 231.27	\$ 236.13	\$ 241.09	\$ 246.15	\$ 251.32
Program Manager 3	\$ 194.04	\$ 198.11	\$ 202.27	\$ 206.52	\$ 210.86
Program Manager 2	\$ 175.61	\$ 179.30	\$ 183.07	\$ 186.91	\$ 190.84
Program Manager 1	\$ 157.14	\$ 160.44	\$ 163.81	\$ 167.25	\$ 170.76
Project Manager 7	\$ 190.77	\$ 194.78	\$ 198.87	\$ 203.05	\$ 207.31
Project Manager 6	\$ 178.68	\$ 182.43	\$ 186.26	\$ 190.17	\$ 194.16
Project Manager 5	\$ 166.61	\$ 170.11	\$ 173.68	\$ 177.33	\$ 181.05
Project Manager 4	\$ 154.53	\$ 157.78	\$ 161.09	\$ 164.47	\$ 167.92
Project Manager 3	\$ 142.44	\$ 145.43	\$ 148.48	\$ 151.60	\$ 154.78
Project Manager 2	\$ 130.37	\$ 133.11	\$ 135.91	\$ 138.76	\$ 141.67
Project Manager 1	\$ 118.14	\$ 120.62	\$ 123.15	\$ 125.74	\$ 128.38
HR Senior Specialist 6	\$ 97.12	\$ 99.16	\$ 101.24	\$ 103.37	\$ 105.54
HR Senior Specialist 5	\$ 93.56	\$ 95.52	\$ 97.53	\$ 99.58	\$ 101.67
HR Senior Specialist 4	\$ 85.44	\$ 87.23	\$ 89.06	\$ 90.93	\$ 92.84
HR Senior Specialist 3	\$ 79.57	\$ 81.24	\$ 82.95	\$ 84.69	\$ 86.47
HR Senior Specialist 2	\$ 77.18	\$ 78.80	\$ 80.45	\$ 82.14	\$ 83.86
HR Senior Specialist 1	\$ 62.39	\$ 63.70	\$ 65.04	\$ 66.41	\$ 67.80
HR Specialist 3	\$ 66.51	\$ 67.91	\$ 69.34	\$ 70.80	\$ 72.29
HR Specialist 2	\$ 61.69	\$ 62.99	\$ 64.31	\$ 65.66	\$ 67.04
HR Specialist 1	\$ 59.62	\$ 60.87	\$ 62.15	\$ 63.46	\$ 64.79
HR Assistant 2	\$ 50.02	\$ 51.07	\$ 52.14	\$ 53.23	\$ 54.35
HR Assistant 1	\$ 49.28	\$ 50.31	\$ 51.37	\$ 52.45	\$ 53.55
Client Financial Management Associate Partner	\$ 317.00	\$ 327.57	\$ 351.66	\$ 365.72	\$ 380.35
Client Financial Management Senior Manager	\$ 225.66	\$ 233.19	\$ 250.34	\$ 260.35	\$ 270.76
Client Financial Management Manager	\$ 152.94	\$ 158.04	\$ 169.66	\$ 176.45	\$ 183.51
Client Financial Management Specialist 2	\$ 108.27	\$ 111.88	\$ 120.10	\$ 124.90	\$ 129.90
Client Financial Management Specialist 1	\$ 99.43	\$ 102.75	\$ 110.31	\$ 114.72	\$ 119.30
Client Financial Management Analyst 2	\$ 91.19	\$ 94.23	\$ 101.16	\$ 105.21	\$ 109.42
Client Financial Management Analyst 1	\$ 80.71	\$ 83.40	\$ 89.54	\$ 93.12	\$ 96.84
Client Financial Management Assistant	\$ 57.00	\$ 58.90	\$ 63.23	\$ 65.76	\$ 68.39
Executive Assistant	\$ 74.26	\$ 76.74	\$ 82.38	\$ 85.67	\$ 89.10
Training Senior Specialist 6	\$ 97.12	\$ 99.16	\$ 101.24	\$ 103.37	\$ 105.54
Training Senior Specialist 5	\$ 93.56	\$ 95.52	\$ 97.53	\$ 99.58	\$ 101.67
Training Senior Specialist 4	\$ 85.44	\$ 87.23	\$ 89.06	\$ 90.93	\$ 92.84
Training Senior Specialist 3	\$ 79.57	\$ 81.24	\$ 82.95	\$ 84.69	\$ 86.47
Training Senior Specialist 2	\$ 77.18	\$ 78.80	\$ 80.45	\$ 82.14	\$ 83.86
Training Senior Specialist 1	\$ 62.39	\$ 63.70	\$ 65.04	\$ 66.41	\$ 67.80
Training Specialist 3	\$ 66.51	\$ 67.91	\$ 69.34	\$ 70.80	\$ 72.29
Training Specialist 2	\$ 61.69	\$ 62.99	\$ 64.31	\$ 65.66	\$ 67.04
Training Specialist 1	\$ 59.62	\$ 60.87	\$ 62.15	\$ 63.46	\$ 64.79
Training Assistant 2	\$ 50.02	\$ 51.07	\$ 52.14	\$ 53.23	\$ 54.35
Training Assistant 1	\$ 49.28	\$ 50.31	\$ 51.37	\$ 52.45	\$ 53.55

Price list for orders greater than \$10 million

SIN: 595-21					
	Option Yr 1- July 28,2008- July 27, 2009	Option Yr 2- July 28,2009- July 27, 2010	Option Yr 3- July 28,2010- July 27, 2011	Option Yr 4- July 28,2011- July 27, 2012	Option Yr 5- July 28,2012- July 27, 2013
Labor Category					
Partner 2	\$ 443.39	\$ 452.70	\$ 462.21	\$ 471.92	\$ 481.83
Partner 1	\$ 407.54	\$ 416.10	\$ 424.84	\$ 433.76	\$ 442.87
Associate Partner 6	\$ 371.70	\$ 379.51	\$ 387.48	\$ 395.62	\$ 403.93
Associate Partner 5	\$ 342.02	\$ 349.20	\$ 356.53	\$ 364.02	\$ 371.66
Associate Partner 4	\$ 312.36	\$ 318.92	\$ 325.62	\$ 332.46	\$ 339.44
Associate Partner 3	\$ 282.69	\$ 288.63	\$ 294.69	\$ 300.88	\$ 307.20
Associate Partner 2	\$ 252.64	\$ 257.95	\$ 263.37	\$ 268.90	\$ 274.55
Associate Partner 1	\$ 229.15	\$ 233.96	\$ 238.87	\$ 243.89	\$ 249.01
Program Manager 3	\$ 192.26	\$ 196.30	\$ 200.42	\$ 204.63	\$ 208.93
Program Manager 2	\$ 174.00	\$ 177.65	\$ 181.38	\$ 185.19	\$ 189.08
Program Manager 1	\$ 155.70	\$ 158.97	\$ 162.31	\$ 165.72	\$ 169.20
Project Manager 7	\$ 189.02	\$ 192.99	\$ 197.04	\$ 201.18	\$ 205.40
Project Manager 6	\$ 177.04	\$ 180.76	\$ 184.56	\$ 188.44	\$ 192.40
Project Manager 5	\$ 165.08	\$ 168.55	\$ 172.09	\$ 175.70	\$ 179.39
Project Manager 4	\$ 153.11	\$ 156.33	\$ 159.61	\$ 162.96	\$ 166.38
Project Manager 3	\$ 141.13	\$ 144.09	\$ 147.12	\$ 150.21	\$ 153.36
Project Manager 2	\$ 129.17	\$ 131.88	\$ 134.65	\$ 137.48	\$ 140.37
Project Manager 1	\$ 117.06	\$ 119.52	\$ 122.03	\$ 124.59	\$ 127.21
HR Senior Specialist 6	\$ 96.22	\$ 98.24	\$ 100.30	\$ 102.41	\$ 104.56
HR Senior Specialist 5	\$ 92.71	\$ 94.66	\$ 96.65	\$ 98.68	\$ 100.75
HR Senior Specialist 4	\$ 84.65	\$ 86.43	\$ 88.25	\$ 90.10	\$ 91.99
HR Senior Specialist 3	\$ 78.84	\$ 80.50	\$ 82.19	\$ 83.92	\$ 85.68
HR Senior Specialist 2	\$ 76.48	\$ 78.09	\$ 79.73	\$ 81.40	\$ 83.11
HR Senior Specialist 1	\$ 61.82	\$ 63.12	\$ 64.45	\$ 65.80	\$ 67.18
HR Specialist 3	\$ 65.90	\$ 67.28	\$ 68.69	\$ 70.13	\$ 71.60
HR Specialist 2	\$ 61.12	\$ 62.40	\$ 63.71	\$ 65.05	\$ 66.42
HR Specialist 1	\$ 59.07	\$ 60.31	\$ 61.58	\$ 62.87	\$ 64.19
HR Assistant 2	\$ 49.57	\$ 50.61	\$ 51.67	\$ 52.76	\$ 53.87
HR Assistant 1	\$ 48.83	\$ 49.86	\$ 50.91	\$ 51.98	\$ 53.07
Client Financial Management Associate Partner	\$ 317.00	\$ 327.57	\$ 351.66	\$ 365.72	\$ 380.35
Client Financial Management Senior Manager	\$ 225.66	\$ 233.19	\$ 250.34	\$ 260.35	\$ 270.76
Client Financial Management Manager	\$ 152.94	\$ 158.04	\$ 169.66	\$ 176.45	\$ 183.51
Client Financial Management Specialist 2	\$ 108.27	\$ 111.88	\$ 120.10	\$ 124.90	\$ 129.90
Client Financial Management Specialist 1	\$ 99.43	\$ 102.75	\$ 110.31	\$ 114.72	\$ 119.30
Client Financial Management Analyst 2	\$ 91.19	\$ 94.23	\$ 101.16	\$ 105.21	\$ 109.42
Client Financial Management Analyst 1	\$ 80.71	\$ 83.40	\$ 89.54	\$ 93.12	\$ 96.84
Client Financial Management Assistant	\$ 57.00	\$ 58.90	\$ 63.23	\$ 65.76	\$ 68.39
Executive Assistant	\$ 74.26	\$ 76.74	\$ 82.38	\$ 85.67	\$ 89.10
Training Senior Specialist 6	\$ 96.22	\$ 98.24	\$ 100.30	\$ 102.41	\$ 104.56
Training Senior Specialist 5	\$ 92.71	\$ 94.66	\$ 96.65	\$ 98.68	\$ 100.75
Training Senior Specialist 4	\$ 84.65	\$ 86.43	\$ 88.25	\$ 90.10	\$ 91.99
Training Senior Specialist 3	\$ 78.84	\$ 80.50	\$ 82.19	\$ 83.92	\$ 85.68
Training Senior Specialist 2	\$ 76.48	\$ 78.09	\$ 79.73	\$ 81.40	\$ 83.11
Training Senior Specialist 1	\$ 61.82	\$ 63.12	\$ 64.45	\$ 65.80	\$ 67.18
Training Specialist 3	\$ 65.90	\$ 67.28	\$ 68.69	\$ 70.13	\$ 71.60
Training Specialist 2	\$ 61.12	\$ 62.40	\$ 63.71	\$ 65.05	\$ 66.42
Training Specialist 1	\$ 59.07	\$ 60.31	\$ 61.58	\$ 62.87	\$ 64.19
Training Assistant 2	\$ 49.57	\$ 50.61	\$ 51.67	\$ 52.76	\$ 53.87
Training Assistant 1	\$ 48.83	\$ 49.86	\$ 50.91	\$ 51.98	\$ 53.07

SIN 595-22 and 595-26:

Human Resources Line of Business Private Shared Service Center

Overview – Accenture’s Certified Human Resources Line Of Business Services

Accenture is certified to provide systems services across the complete range of core and non-core Human Resources (Human Capital Management) Line Of Business functions. Accenture’s Human Resources Services platform includes PeopleSoft for Personnel Action Processing and Benefits Management. For Compensation Management, federal agencies may choose to use Accenture’s Federal Payroll and Time and Attendance solution, provided under arrangement with ADP, or an interface to the agency’s ePayroll provider. Accenture also offers Implementation Services to support the transition of agencies to Accenture’s shared service center approach.

Additionally, Accenture offers leading edge solutions to meet non-core technology requirements, such as Performance Management, Succession Planning, Position Management, and Human Resources Development.

The software is hosted in a secure environment which has achieved federal certification and accreditation. Accenture provides software provisioning, hosting and application management services.

Accenture’s Human Resources Service model is flexible. Agencies may choose to use the hosted systems themselves, or to also acquire processing support in addition to the hosted systems. Employee self-service features, workflow, and notifications are included in the core systems offerings, along with training and help desk support.

Our Pricelist assumes the provision of a complete, standard set of solutions and services. Individual federal agencies will identify the solutions and services that best fit their needs, and Accenture will tailor the offering and provide agency-specific task responses.

Non-core pricing is presented as licensing for software solutions and hosting, along with professional services offered on a per-hour basis for human capital support. Accenture will work with agencies to develop total task services that are appropriate to the scope of the desired solution.

Federal agencies interested in Accenture’s Human Resources Line Of Business Private Sector Shared Service Centers offering should contact Accenture for more information, or issue a request for quotation under the General Services Administration 738X Schedule to obtain a response tailored to the agency’s specific requirements.

SIN 595-22 and 595-26 Labor Category Descriptions

Partner 2

General Experience. A Partner 2 possesses at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Partner (2)s have overall accountability for business solution programs. Partner (2)s are responsible for product delivery and financial management of client engagements. A Partner (2) performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. Partner (2)s also are recognized experts in the areas of business process redesign, technical architecture, organizational change or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.

Minimum Education: Bachelor's Degree

Partner 1

General Experience. A Partner 1 possesses at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Partner (1)s have overall accountability for business solution programs. Partner (1)s are responsible for product delivery and financial management of client engagements. A Partner (1) performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. Partner (1)s also are recognized experts in the areas of business process redesign, technical architecture, organizational change or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.

Minimum Education: Bachelor's Degree

Associate Partner 6

General Experience. Associate Partner (6)s possess at least 15 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Associate Partner (6)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (6)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner (1) and Partner (2)s and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor's Degree

Associate Partner 5

General Experience. Associate Partner (5)s possess at least 14 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Associate Partner (5)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (5)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner (1) and Partner (2)s and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor's Degree

Associate Partner 4

General Experience. Associate Partner (4)s possess at least 13 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Associate Partner (4)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (4)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor's Degree

Associate Partner 3

General Experience. Associate Partner (3)s possess at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Associate Partner (3)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (3)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor's Degree

Associate Partner 2

General Experience. Associate Partner (2)s possess at least 11 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Associate Partner (2)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (2)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor's Degree

Associate Partner 1

General Experience. Associate Partner (1)s possess at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Associate Partner (1)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (1)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor's Degree

Program Manager 3

General Experience. Program Manager (3)s at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Program Manager (3)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Program Manager (3)s provide subject matter expertise in industry, process or technology areas. A Program Manager (3) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Work with client executives to facilitate organizational change programs and realize business goals
- Lead clients through streamlining, reengineering and transforming business processes
- Ensure consistency of quality across multiple projects
- Manage client contracts.

Minimum Education: Bachelor's Degree or 3 years related experience.

Program Manager 2

General Experience. Program Manager (2)s at least 9 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Program Manager (2)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Program Manager (2)s provide subject matter expertise in industry, process or technology areas. A Program Manager (2) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Work with client executives to facilitate organizational change programs and realize business goals
- Lead clients through streamlining, reengineering and transforming business processes
- Ensure consistency of quality across multiple projects
- Manage client contracts.

Minimum Education: Bachelor's Degree or 3 years related experience.

Program Manager 1

General Experience. Program Manager (1)s at least 8 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Program Manager (1)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Program Managers provide subject matter expertise in industry, process or technology areas. A Program Manager (1) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Work with client executives to facilitate organizational change programs and realize business goals
- Lead clients through streamlining, reengineering and transforming business processes
- Ensure consistency of quality across multiple projects
- Manage client contracts.

Minimum Education: Bachelor's Degree or 3 years related experience.

Project Manager 7

General Experience. Project Manager (7)s possess at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Project Manager (7)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (7)s provide subject matter expertise in HR processes or technology areas. A Project Manager (7) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

Minimum Education: Bachelor's Degree or 3 years related experience.

Project Manager 6

General Experience. Project Manager (6)s possess at least 11 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Project Manager (6)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (6)s provide subject matter expertise in HR processes or technology areas. A Project Manager (6) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

Minimum Education: Bachelor's Degree or 3 years related experience.

Project Manager 5

General Experience. Project Manager (5)s possess at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Project Manager (5)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (5)s provide subject matter expertise in HR processes or technology areas. A Project Manager (5) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

Minimum Education: Bachelor's Degree or 3 years related experience.

Project Manager 4

General Experience. Project Manager (4)s possess at least 9 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Project Manager (4)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (4)s provide subject matter expertise in HR processes or technology areas. A Project Manager (4) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

Minimum Education: Bachelor's Degree or 3 years related experience.

Project Manager 3

General Experience. Project Manager (3)s possess at least 8 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Project Manager (3)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (3)s provide subject matter expertise in HR processes or technology areas. A Project Manager (3) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

Minimum Education: Bachelor's Degree or 3 years related experience.

Project Manager 2

General Experience. Project Manager (2)s possess at least 7 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Project Manager (2)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the

day-to-day operations of Accenture projects. Project Manager (2)s provide subject matter expertise in HR processes or technology areas. A Project Manager (2) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

Minimum Education: Bachelor's Degree or 3 years related experience.

Project Manager 1

General Experience. Project Manager (1)s possess at least 6 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Functional Responsibility. Project Manager (1)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (1)s provide subject matter expertise in HR processes or technology areas. A Project Manager (1) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

Minimum Education: Bachelor's Degree or 3 years related experience.

HR Senior Specialist 6

General Experience. HR Senior Specialist (6)s possess at least 7 years of experience in Human Resource business processes.

Functional Responsibility. HR Senior Specialist (6)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (6)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (6) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

Minimum Education: Bachelor's Degree or 3 years related experience.

HR Senior Specialist 5

General Experience. HR Senior Specialist (5)s possess at least 6 years of experience in Human Resource business processes.

Functional Responsibility. HR Senior Specialist (5)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (5)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (5) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)

- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

Minimum Education: Bachelor's Degree or 3 years related experience.

HR Senior Specialist 4

General Experience. HR Senior Specialist (4)s possess at least 5 years of experience in Human Resource business processes.

Functional Responsibility. HR Senior Specialist (4)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (4)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (4) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

Minimum Education: Bachelor's Degree or 3 years related experience.

HR Senior Specialist 3

General Experience. HR Senior Specialist (3)s possess at least 4 years of experience in Human Resource business processes.

Functional Responsibility. HR Senior Specialist (3)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (3)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (3) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

Minimum Education: Bachelor's Degree or 3 years related experience.

HR Senior Advisor 2

General Experience: HR Senior Advisor (2)'s possess at least 10 years of experience in federal HR.

Functional Responsibility: HR Senior Advisor (2)'s use their federal HR expertise to provide input for complex HR situations, monitor quality and compliance of federal HR operations, assist in the formulation and validation of standard operating procedures, and provide functional support for training efforts.

Minimum Education: Bachelor's Degree or equivalent experience

HR Senior Advisor 1

General Experience: HR Senior Advisor (1)'s possess at least 8 years of experience in federal HR.

Functional Responsibility: HR Senior Advisor (1)'s use their federal HR expertise to provide input for complex HR situations, monitor quality and compliance of federal HR operations, assist in the formulation and validation of standard operating procedures, and support training efforts.

Minimum Education: Bachelor's Degree or equivalent experience

HR Senior Specialist 2

General Experience. HR Senior Specialist (2)s possess at least 3 years of experience in Human Resource business processes or training development and administration..

Functional Responsibility. HR Senior Specialist (2)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (2)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (2) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

Minimum Education: Bachelor's Degree or 3 years related experience.

HR Senior Specialist 1

General Experience. HR Senior Specialist (1)s possess at least 2 years of experience in Human Resource business processes.

Functional Responsibility. HR Senior Specialist (1)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (1)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (1) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

Minimum Education: Bachelor's Degree or 3 years related experience.

HR Specialist 3

General Experience. HR Specialist (3)s possess at least 3 years experience in Human Resource business processes.

Functional Responsibility. HR Specialist (3)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource and training processes. On Accenture projects, HR Specialist (3)s provide HR process services. A HR Specialist (3) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions

- Prepare human resource reports

Minimum Education: Bachelor's Degree or 3 years related experience.

HR Specialist 2

General Experience. HR Specialist (2)s possess at least 2 years experience in Human Resource business processes.

Functional Responsibility. HR Specialist (2)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource processes. On Accenture projects, HR Specialist (2)s provide HR process services. A HR Specialist (2) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports

Minimum Education: Bachelor's Degree or 3 years related experience.

HR Specialist 1

General Experience. HR Specialist (1)s possess at least 1 year of experience in Human Resource business processes.

Functional Responsibility. HR Specialist (1)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource processes. On Accenture projects, HR Specialist (1)s provide HR processing services. A HR Specialist (1) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports

Minimum Education: Bachelor's Degree or 3 years related experience.

HR Assistant 2

General Experience. HR Assistant (2)s possess at least 6 months of experience in Human Resource business processes.

Functional Responsibility. HR Assistant (2)s apply their skills to administer human resource processes. On Accenture projects, HR Assistant (2)s provide HR data entry services. An HR Assistant (2) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports

Minimum Education: Associate's Degree or 2 years related experience.

HR Assistant 1

General Experience. HR Assistant (1)s possess less than 6 months of experience in Human Resource business processes.

Functional Responsibility. HR Assistant (1)s apply their skills to administer human resource processes. On Accenture projects, HR Assistant (1)s provide HR data entry services. An HR Assistant (1) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports

Minimum Education: Associate's Degree or 2 years related experience.

HR Clerk 3

General Experience: HR Clerk (3)s have at least 2 years of experience in clerical roles.

Functional Responsibility: HR Clerk (3)s provide basic clerical support to HR projects. An HR Clerk (3) is qualified to perform such tasks as:

- Sorting, filing, and retrieving personnel documents
- Sorting, collecting, and distributing correspondence, including mail, faxes, and packages
- Performing basic data entry tasks related to HR servicing

Minimum Education: High-school diploma or equivalent

HR Clerk 2

General Experience: HR Clerk (2)s have at least 1 year of experience in clerical roles.

Functional Responsibility: HR Clerk (2)s provide basic clerical support to HR projects. An HR Clerk (2) is qualified to perform such tasks as:

- Sorting, filing, and retrieving personnel documents
- Sorting, collecting, and distributing correspondence, including mail, faxes, and packages
- Performing basic data entry tasks related to HR servicing

Minimum Education: High-school diploma or equivalent

HR Clerk 1

General Experience: HR Clerk (1)s have less than 1 year or no experience in clerical roles.

Functional Responsibility: HR Clerk (1)s provide basic clerical support to HR projects. An HR Clerk (1) is qualified to perform such tasks as:

- Sorting, filing, and retrieving personnel documents
- Sorting, collecting, and distributing correspondence, including mail, faxes, and packages
- Performing basic data entry tasks related to HR servicing

Minimum Education: High-school diploma or equivalent

Client Financial Management Associate Partner

General Experience. Client Financial Management Associate Partners possess at least 10 years of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management Associate Partners oversee the administrative and financial management of client engagements. A Client Financial Management Associate Partner is qualified to perform such tasks as:

- Provide expert counsel to Client Financial Management teams in the areas of work management activities, financial management, human resources management, contract management and facilities management for one or more client engagements

- Conduct Client Financial Management reviews and recommend specific improvement strategies
- Recognize internal and external trends, and adjust Client Financial Management strategies accordingly
- Oversee the management of one or more Client Financial Management teams.

Minimum Education: Bachelor's Degree.

Client Financial Management Senior Manager

General Experience. Client Financial Management Senior Managers possess at least 7 years of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management Senior Managers support project personnel in the administrative and financial management of client engagements. A Client Financial Management Senior Manager is qualified to perform such tasks as:

- Develop standards for and manage work management activities, financial management, human resources management, contract management and facilities management for one or more client engagements
- Provide quality management review for engagements
- Develop best practices for Client Financial Management
- Manage one or more Client Financial Management teams.

Minimum Education: Bachelor's Degree or 3 years related experience.

Client Financial Management Manager

General Experience. Client Financial Management Managers possess at least 5 years of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management professionals support project personnel in the administrative and financial management of client engagements. A Client Financial Management Manager is qualified to perform such tasks as:

- Ensure contractual compliance for an engagement
- Establish and monitor key performance indicators and engagement metrics
- Establish facilities management process and responsibilities
- Develop an engagement's quality plan
- Manage the Client Financial Management team.

Minimum Education: Bachelor's Degree or 3 years related experience.

Client Financial Management Specialist 2

General Experience. Client Financial Management Specialist (2)s possess at least 4 years of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management Specialist (2)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Specialist (2) is qualified to perform such tasks as:

- Set up and coordinate an engagement's work management processes, tools and reporting structure
- Set up and coordinate an engagement's financial accounting process
- Establish and manage human resources management processes for an engagement
- Support the development of an engagement's quality plan, procedures and metrics
- Supervise Client Financial Management analysts and assistants.

Minimum Education: Bachelor's Degree or 3 years related experience.

Client Financial Management Specialist 1

General Experience. Client Financial Management Specialist (1)s possess at least 3 years of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management Specialist (1)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Specialist (1) is qualified to perform such tasks as:

- Set up and coordinate an engagement s work management processes, tools and reporting structure
- Set up and coordinate an engagement s financial accounting process
- Establish and manage human resources management processes for an engagement
- Support the development of an engagement s quality plan, procedures and metrics
- Supervise Client Financial Management analysts and assistants.

Minimum Education: Bachelor's Degree or 3 years related experience.

Client Financial Management Analyst 2

General Experience. Client Financial Management Analyst (2)s possess at least 2 years of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management Analyst (2)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Analyst (2) is qualified to perform such tasks as:

- Prepare engagement reporting, trend analysis, costing and forecasting
- Prepare Accenture billings based upon contractual requirements
- Perform and monitor an engagement s internal financial accounting processes
- Perform and monitor an engagement s human resources and facilities management activities
- Track and monitor quality management checkpoints and metrics.

Minimum Education: Bachelor's Degree or 3 years related experience.

Client Financial Management Analyst 1

General Experience. Client Financial Management Analyst (1)s possess up to 1 year of experience in the administrative and financial management of client engagements.

Functional Responsibility. Client Financial Management Analyst (1)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Analyst (1) is qualified to perform such tasks as:

- Prepare engagement reporting, trend analysis, costing and forecasting
- Prepare Accenture billings based upon contractual requirements
- Perform and monitor an engagement s internal financial accounting processes
- Perform and monitor an engagement s human resources and facilities management activities
- Track and monitor quality management checkpoints and metrics.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Partner

General Experience. Business Integration Partners possess at least 12 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. A Business Integration Partner has overall accountability for business solution programs. Business Integration Partners are responsible for product delivery and financial management of client engagements. A Business Integration Partner performs independent quality assurance reviews of

program performance and deliverables to ensure that contractual obligations are being met. Business Integration Partners also are recognized experts in the areas of business process redesign, technical architecture, organizational change or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.

Minimum Education: Bachelor's Degree

Business Integration Associate Partner 4

General Experience. Business Integration Associate Partner (4)s possess at least 13 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Associate Partner (4)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Business Integration Associate Partner (4)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Business Integration Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor's Degree

Business Integration Associate Partner 3

General Experience. Business Integration Associate Partner (3)s possess at least 12 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Associate Partner (3)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Business Integration Associate Partner (3)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Business Integration Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor's Degree

Business Integration Associate Partner 2

General Experience. Business Integration Associate Partner (2)s possess at least 11 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Associate Partner (2)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Business Integration Associate Partner (2)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Business Integration Partner and client executive management to ensure critical

- issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor's Degree

Business Integration Associate Partner 1

General Experience. Business Integration Associate Partner (1)s possess at least 10 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Associate Partner (1)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Business Integration Associate Partner (1)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Business Integration Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

Minimum Education: Bachelor's Degree

Business Integration Senior Manager 3

General Experience. Business Integration Senior Manager (3)s at least 10 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Senior Manager (3)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Business Integration Senior Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Senior Manager (3) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Work with client executives to facilitate organizational change programs and realize business goals
- Lead clients through streamlining, reengineering and transforming business processes
- Ensure consistency of quality across multiple projects
- Manage client contracts.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Senior Manager 2

General Experience. Business Integration Senior Manager (2)s at least 9 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Senior Manager (2)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Business Integration Senior Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Senior Manager (2) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Work with client executives to facilitate organizational change programs and realize business goals
- Lead clients through streamlining, reengineering and transforming business processes
- Ensure consistency of quality across multiple projects
- Manage client contracts.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Senior Manager 1

General Experience. Business Integration Senior Manager (1)s at least 8 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Senior Manager (1)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Business Integration Senior Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Senior Manager (1) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Work with client executives to facilitate organizational change programs and realize business goals
- Lead clients through streamlining, reengineering and transforming business processes
- Ensure consistency of quality across multiple projects
- Manage client contracts.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Manager 4

General Experience. Business Integration Manager (4)s possess at least 8 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Manager (4)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Business Integration Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Manager (4) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Manager 3

General Experience. Business Integration Manager (3)s possess at least 7 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Manager (3)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Business Integration Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Manager (3) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Manager 2

General Experience. Business Integration Manager (2)s possess at least 6 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Manager (2)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Business Integration Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Manager (2) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Manager 1

General Experience. Business Integration Manager (1)s possess at least 5 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Manager (1)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Business Integration Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Manager (1) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Consultant 4

General Experience. Business Integration Consultant (4)s possess at least 5 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Consultant (4)s apply their advanced skills and experience in systems development, detailed knowledge of business processes, technical background and supervisory skills to implement business solutions. On Accenture projects, Business Integration Consultants provide direction to project teams and interact with clients at the supervisory level. A Business Integration Consultant (4) is qualified to perform tasks such as:

- Develop functional and technical information system designs.
- Supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula
- Lead business process redesign teams in the development of new business process architectures.
- Design training programs for information systems users
- Participate in quality reviews to ensure work complies with specified standards
- Develop team workplans
- Perform workflow analyses
- Design and manage databases
- Define information systems requirements
- Assist in project budget preparation.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Consultant 3

General Experience. Business Integration Consultant (3)s possess at least 4 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Consultant (3)s apply their advanced skills and experience in systems development, detailed knowledge of business processes, technical background and supervisory skills to implement business solutions. On Accenture projects, Business Integration Consultants provide direction to project teams and interact with clients at the supervisory level. A Business Integration Consultant (3) is qualified to perform tasks such as:

- Develop functional and technical information system designs.
- Supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula
- Lead business process redesign teams in the development of new business process architectures.
- Design training programs for information systems users
- Participate in quality reviews to ensure work complies with specified standards
- Develop team workplans
- Perform workflow analyses
- Design and manage databases
- Define information systems requirements
- Assist in project budget preparation.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Consultant 2

General Experience. Business Integration Consultant (2)s possess at least 3 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Consultant (2)s apply their advanced skills and experience in systems development, detailed knowledge of business processes, technical background and supervisory skills to implement business solutions. On Accenture projects, Business Integration Consultants provide direction to project teams and interact with clients at the supervisory level. A Business Integration Consultant (2) is qualified to perform tasks such as:

- Develop functional and technical information system designs.
- Supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula
- Lead business process redesign teams in the development of new business process architectures.
- Design training programs for information systems users
- Participate in quality reviews to ensure work complies with specified standards
- Develop team workplans
- Perform workflow analyses
- Design and manage databases
- Define information systems requirements
- Assist in project budget preparation.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Consultant 1

General Experience. Business Integration Consultant (1)s possess at least 2 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Consultant (1)s apply their advanced skills and experience in systems development, detailed knowledge of business processes, technical background and supervisory skills to implement business solutions. On Accenture projects, Business Integration Consultants provide direction to project teams and interact with clients at the supervisory level. A Business Integration Consultant (1) is qualified to perform tasks such as:

- Develop functional and technical information system designs.
- Supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula
- Lead business process redesign teams in the development of new business process architectures.
- Design training programs for information systems users
- Participate in quality reviews to ensure work complies with specified standards
- Develop team workplans
- Perform workflow analyses
- Design and manage databases
- Define information systems requirements
- Assist in project budget preparation.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Analyst 4

General Experience. Business Integration Analysts (4)s possess at least 2 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Analyst (4)s apply their strong analytical and technical skills to assist in implementing business solutions. Business Integration Analysts are directed to exercise core skills on projects, or they may direct small teams. A Business Integration Analyst (4) is qualified to perform tasks such as:

- Document an organization's current business process flows
- Design, code and test functional components of information systems according to project

- specifications
- Identify and document functional requirements for information systems
- Develop project documentation and user training materials according to program specifications
- Conduct user training sessions
- Prepare communications plans
- Produce database extracts
- Provide technical support to software development teams
- Perform program management support tasks, such as status reporting and workplan maintenance.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Analyst 3

General Experience. Business Integration Analysts (3)s possess 1 to 2 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Analyst (3)s apply their strong analytical and technical skills to assist in implementing business solutions. Business Integration Analysts are directed to exercise core skills on projects, or they may direct small teams. A Business Integration Analyst (3) is qualified to perform tasks such as:

- Document an organization's current business process flows
- Design, code and test functional components of information systems according to project specifications
- Identify and document functional requirements for information systems
- Develop project documentation and user training materials according to program specifications
- Conduct user training sessions
- Prepare communications plans
- Produce database extracts
- Provide technical support to software development teams
- Perform program management support tasks, such as status reporting and workplan maintenance.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Analyst 2

General Experience. Business Integration Analysts (2)s possess at least 1 year of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

Functional Responsibility. Business Integration Analyst (2)s apply their strong analytical and technical skills to assist in implementing business solutions. Business Integration Analysts are directed to exercise core skills on projects, or they may direct small teams. A Business Integration Analyst (2) is qualified to perform tasks such as:

- Document an organization's current business process flows
- Design, code and test functional components of information systems according to project specifications
- Identify and document functional requirements for information systems
- Develop project documentation and user training materials according to program specifications
- Conduct user training sessions
- Prepare communications plans
- Produce database extracts
- Provide technical support to software development teams
- Perform program management support tasks, such as status reporting and workplan maintenance.

Minimum Education: Bachelor's Degree or 3 years related experience.

Business Integration Analyst 1

General Experience. Business Integration Analysts (1)s have been trained in systems development and/or training methodologies and may possess a security clearance.

Functional Responsibility. Business Integration Analyst (1)s apply their strong analytical and technical skills to assist in implementing business solutions. Business Integration Analysts are directed to exercise core skills on projects, or they may direct small teams. A Business Integration Analyst (1) is qualified to perform tasks such as:

- Document an organization's current business process flows
- Design, code and test functional components of information systems according to project specifications
- Identify and document functional requirements for information systems
- Develop project documentation and user training materials according to program specifications
- Conduct user training sessions
- Prepare communications plans
- Produce database extracts
- Provide technical support to software development teams
- Perform program management support tasks, such as status reporting and workplan maintenance.

Minimum Education: Bachelor's Degree or 3 years related experience.

SIN 595-22 HR PRIVATE SHARED SERVICE CENTERS—CORE REQUIREMENTS

Benefits Management, Personnel Action Processing, Compensation Management

Pricelist for Special Item Number 595-22 is effective 20 December 2007

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
HUMAN RESOURCES SERVICES: Benefits Management, Personnel Action Processing and Compensation Management			
Core HR Solutions - Software Provisioning, Hosting and Application Management			
Year 1 - First Year of Service Provisioning			
	Application Usage, Application Management and Hosting for: PeopleSoft HCM/HRMS & PeopleSoft Self Service HR Data Warehouse & Analytics Service Request System eOrientation System		
595-22	1 - 10,000 Employees	\$156.46	Per Employee / Per Year
595-22	10,001 - 25,000 Employees	\$161.96	Per Employee / Per Year
595-22	25,001 - 50,000 Employees	\$167.47	Per Employee / Per Year
595-22	50,001 - 100,000 Employees	\$118.99	Per Employee / Per Year
Year 2+ - Second Year and Subsequent Years of Service Provisioning			
	Application License, Application Management and Hosting for: PeopleSoft HCM/HRMS & PeopleSoft Self Service HR Data Warehouse & Analytics Service Request System eOrientation System		
595-22	1 - 10,000 Employees	\$143.94	Per Employee / Per Year
595-22	10,001 - 25,000 Employees	\$149.68	Per Employee / Per Year
SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
595-22	25,001 - 50,000 Employees	\$155.42	Per Employee / Per Year
595-22	50,001 - 100,000 Employees	\$104.62	Per Employee / Per Year

Core HR Processing Services			
595-22	Core HR Services Includes Personnel Action Processing, Benefits Processing, Records Management and Employee Call Center. Does not include Implementation Services which are ordered separately (see explanation).	\$712.71	Per Employee / Per Year

Core Payroll Processing Services			
	Core Payroll Services Includes Hosting Technology and Infrastructure, Managed Payroll Services, Payroll Call Center. Does not include Implementation Services, which are ordered separately (see explanation).		
595-22	1,000 - 1,999 employees	\$346.53	Per Employee / Per Year
595-22	2,000 - 4,999 employees	\$277.06	Per Employee / Per Year
595-22	5,000 - 14,999 employees	\$255.22	Per Employee / Per Year
595-22	15,000 - 24,999 employees	\$236.80	Per Employee / Per Year
595-22	25,000 - 34,999 employees	\$224.54	Per Employee / Per Year
595-22	35,000 - 49,999 employees	\$216.08	Per Employee / Per Year
595-22	50,000 - 74,999 employees	\$202.98	Per Employee / Per Year
595-22	75,000 - 100,000 employees	\$194.29	Per Employee / Per Year
	Managed Time and Labor Services Includes Core, Professional, and Accruals Modules, Hosting and Call Center. Does not include Implementation Services, which are ordered separately (see explanation).		
595-22	1,000 - 1,999 employees	\$73.14	Per Employee / Per Year
595-22	2,000 - 4,999 employees	\$73.14	Per Employee / Per Year
595-22	5,000 - 14,999 employees	\$69.82	Per Employee / Per Year
SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
595-22	15,000 - 24,999 employees	\$63.17	Per Employee / Per Year
595-22	25,000 - 34,999 employees	\$59.85	Per Employee / Per Year
595-22	35,000 - 49,999 employees	\$56.52	Per Employee / Per Year

595-22	50,000 - 74,999 employees	\$56.52	Per Employee / Per Year
595-22	75,000 - 100,000 employees	\$53.20	Per Employee / Per Year

Implementation Services			
595-22	Implementation Services Includes Design, Configuration, Data Migration, Interface and Reports Development and Testing	Price quoted under Each Task Order	Per Quote

Human Resources Services / Human Capital Management Services Professional Services			
	The following categories of core Human Capital Services are offered as professional services on a per-hour basis: Benefits Management Personnel Action Processing Records Management Compensation Management	-	-
595-22	HR Clerk 1	\$35.37	Per Hour
595-22	HR Clerk 2	\$45.51	Per Hour
595-22	HR Clerk 3	\$55.46	Per Hour
595-22	HR Assistant 1	\$62.82	Per Hour
595-22	HR Assistant 2	\$66.90	Per Hour
595-22	HR Specialist 1	\$75.05	Per Hour
595-22	HR Specialist 2	\$83.18	Per Hour
595-22	HR Specialist 3	\$95.40	Per Hour
595-22	HR Senior Specialist 1	\$77.95	Per Hour
595-22	HR Senior Specialist 2	\$86.28	Per Hour
595-22	HR Senior Specialist 3	\$90.45	Per Hour
595-22	HR Senior Specialist 4	\$98.78	Per Hour
595-22	HR Senior Specialist 5	\$111.28	Per Hour
595-22	HR Senior Specialist 6	\$131.05	Per Hour
595-22	HR Senior Advisor 1	\$150.11	Per Hour
595-22	HR Senior Advisor 2	\$180.98	Per Hour
SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
595-22	Project Manager 1	\$123.08	Per Hour
595-22	Project Manager 2	\$144.47	Per Hour
595-22	Project Manager 3	\$152.87	Per Hour
595-22	Project Manager 4	\$165.45	Per Hour

595-22	Project Manager 5	\$178.04	Per Hour
595-22	Project Manager 6	\$190.97	Per Hour
595-22	Project Manager 7	\$216.23	Per Hour
595-22	Program Manager 1	\$182.36	Per Hour
595-22	Program Manager 2	\$224.70	Per Hour
595-22	Program Manager 3	\$288.19	Per Hour
595-22	Associate Partner 1	\$243.97	Per Hour
595-22	Associate Partner 2	\$280.18	Per Hour
595-22	Associate Partner 3	\$307.35	Per Hour
595-22	Associate Partner 4	\$348.11	Per Hour
595-22	Associate Partner 5	\$417.78	Per Hour
595-22	Associate Partner 6	\$487.26	Per Hour
595-22	Partner 1	\$357.45	Per Hour
595-22	Partner 2	\$487.26	Per Hour
595-22	Client Financial Management Analyst 1	\$94.00	Per Hour
595-22	Client Financial Management Analyst 2	\$104.41	Per Hour
595-22	Client Financial Management Specialist 1	\$122.20	Per Hour
595-22	Client Financial Management Specialist 2	\$163.47	Per Hour
595-22	Client Financial Management Manager	\$205.87	Per Hour
595-22	Client Financial Management Senior Manager	\$282.00	Per Hour
595-22	Client Financial Management Associate Partner	\$389.90	Per Hour
595-22	Business Integration Analyst 1	\$86.40	Per Hour
595-22	Business Integration Analyst 2	\$86.40	Per Hour
595-22	Business Integration Analyst 3	\$98.83	Per Hour
595-22	Business Integration Analyst 4	\$105.05	Per Hour
595-22	Business Integration Consultant 1	\$98.83	Per Hour
595-22	Business Integration Consultant 2	\$111.23	Per Hour
595-22	Business Integration Consultant 3	\$129.87	Per Hour
595-22	Business Integration Consultant 4	\$153.50	Per Hour
595-22	Business Integration Manager 1	\$171.23	Per Hour
SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
595-22	Business Integration Manager 2	\$190.21	Per Hour
595-22	Business Integration Manager 3	\$202.88	Per Hour
595-22	Business Integration Manager 4	\$215.52	Per Hour
595-22	Business Integration Senior Manager 1	\$234.50	Per Hour
595-22	Business Integration Senior Manager 2	\$259.80	Per Hour

595-22	Business Integration Senior Manager 3	\$304.03	Per Hour
595-22	Business Integration Associate Partner 1	\$356.85	Per Hour
595-22	Business Integration Associate Partner 2	\$408.40	Per Hour
595-22	Business Integration Associate Partner 3	\$437.30	Per Hour
595-22	Business Integration Partner	\$500.43	Per Hour

Notes:

1. The prices above include the General Services Administration's Industrial Funding Fee (IFF).
2. Unit prices for each contract year period will be escalated by 4.3% per year.
3. Pricing assumes use of a shared software instance but unique database for agencies smaller than 50,000 employees.
4. For all services, agencies larger than 100,000 employees require a unique pricing arrangement.
5. For payroll services, agencies smaller than 1,000 employees require a unique pricing arrangement.
6. The prices offered represent post-implementation, on-going operating state. The prices for client-specific implementation (i.e. design, configuration, data migration, interface and reports development, testing) are not included in this price.
7. Assumes a one-year, post-migration service commitment.

SIN 595-26 HR PRIVATE SHARED SERVICE CENTERS—NON-CORE REQUIREMENTS

Compensation Management, HR Development, HR Strategy, Organization and Position Management, Performance Management, Staff Acquisition, Employee Relations, Labor Relations and Separations Management

Pricelist for Special Item Number 595-26 is effective 20 December 2007

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
HUMAN RESOURCES SERVICES: Compensation Management, HR Development, HR Strategy, Organization and Position Management, Performance Management, Staff Acquisition, Employee Relations, Labor Relations and Separations Management			
<i>Non-Core Solutions - Software Provisioning, Hosting and Application Management</i>			
PeopleSoft HCM (First Year)			
595-26	Recruitment	\$10.26	Per Employee / Per Year
595-26	Absence Management	\$21.48	Per Employee / Per Year
595-26	Time and Labor	\$24.69	Per Employee / Per Year
595-26	Directory Interface	\$3.50	Per Employee / Per Year
595-26	ePerformance	\$10.26	Per Employee / Per Year
595-26	Workforce Planning	\$4.00	Per Employee / Per Year
595-26	Workforce Scorecard	\$11.02	Per Employee / Per Year
PeopleSoft HCM (Year 2+)			
595-26	Recruitment	\$3.14	Per Employee / Per Year
595-26	Absence Mgmt	\$6.44	Per Employee / Per Year
595-26	Time and Labor	\$9.57	Per Employee / Per Year
595-26	Directory Interface	\$1.92	Per Employee / Per Year
595-26	ePerformance	\$3.14	Per Employee / Per Year
595-26	Workforce Planning	\$1.62	Per Employee / Per Year
595-26	Workforce Scorecard	\$2.63	Per Employee / Per Year

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
	SEE-K from Trivium (Annual Subscription Per Employee)		
595-26	1 - 10,000 employees	\$35.49	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$27.88	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$22.95	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$18.82	Per Employee / Per Year
	Plateau LMS (Annual Subscription Per Employee)		
595-26	1 - 10,000 employees	\$34.10	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$23.63	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$18.53	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$16.11	Per Employee / Per Year
	Plateau Offline (Per Employee)		
595-26	Multi-year Agreement (First Year)	\$2.21	Per Employee / Per Year
595-26	Multi-year Agreement (Year 2+)	\$0.33	Per Employee / Per Year
	Plateau Performance - Career and Developmental Planning		
595-26	Annual Subscription Per Employee	\$3.32	Per Employee / Per Year
	Plateau Performance - Multi-Rater and 360-degree Assessments		
595-26	Annual Subscription Per Employee	\$3.32	Per Employee / Per Year
	Plateau Performance - Goals Alignment		
595-26	Annual Subscription Per Employee	\$3.32	Per Employee / Per Year
	Plateau Performance - Performance Appraisals		
595-26	Annual Subscription Per Employee	\$3.32	Per Employee / Per Year
	Plateau Performance - Succession Planning		
595-26	Annual Subscription Per Employee	\$3.32	Per Employee / Per Year
	Plateau Compensation		
595-26	Annual Subscription Per Administrator	\$99.74	Per Administrator / Per Year

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
	Monster Quickhire (Annual Subscription Per Employee)		
595-26	1 - 10,000 employees	\$63.38	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$46.99	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$46.99	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$36.75	Per Employee / Per Year
	Monster Quickhire (One-Time Set-up Per Agency)		
595-26	One-Time Setup: 1 - 10,000 employees	\$34,300.00	Per Agency
595-26	One-Time Setup: 10,001 - 25,000 employees	\$49,000.00	Per Agency
595-26	One-Time Setup: 25,001 - 50,000 employees	\$49,000.00	Per Agency
595-26	One-Time Setup: 50,001 - 100,000 employees	\$78,400.00	Per Agency
	FRB Web Annual (Subscription Per Employee)		
595-26	1 - 10,000 employees	\$21.65	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$16.55	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$13.23	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$10.81	Per Employee / Per Year
595-26	One-Time Setup Cost	\$7,178.00	Per Agency
	GoalOwner (Annual Subscription Per Employee)		
595-26	1 - 10,000 employees	\$104.18	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$100.52	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$96.84	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$91.93	Per Employee / Per Year
	Saba		
	Saba Learning Suite - Multi-Year Agreement Per Employee (First Year)		
595-26	1 - 10,000 employees	\$55.43	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$44.96	Per Employee / Per Year

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
595-26	25,001 - 50,000 employees	\$39.86	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$36.10	Per Employee / Per Year
595-26	Saba Certification Management (optional - requires Learning Suite)	\$4.99	Per Employee / Per Year
595-26	Saba Offline Access (optional - requires Learning Suite)	\$1.99	Per Employee / Per Year
Saba Learning Suite - Multi-year Agreement Per Employee (Year 2+)			
595-26	1 - 10,000 employees	\$31.81	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$20.89	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$15.57	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$11.65	Per Employee / Per Year
595-26	Saba Certification Management (optional - requires Learning Suite)	\$0.86	Per Employee / Per Year
595-26	Saba Offline Access (optional - requires Learning Suite)	\$0.34	Per Employee / Per Year
Saba Content Management - Flat Fee			
595-26	Saba Content Management, 5 administrators (Year 1)	\$54,858.38	Per Year
595-26	Saba Content Management, 5 administrators (Year 2+)	\$9,536.21	Per Year
Saba Per Administrator			
595-26	Saba Content Management (Year 1)	\$4,987.13	Per Administrator
595-26	Saba Content Management (Year 2+)	\$866.93	Per Administrator
Saba Performance Suite - Multi-year Agreement Per Employee (First Year)			
595-26	1 - 10,000 employees	\$53.05	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$45.27	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$41.06	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$37.74	Per Employee / Per Year
595-26	Performance Reviews (optional)	\$4.99	Per Employee / Per Year
Saba Performance Suite - Multi-year Agreement Per Employee (Year 2+)			
595-26	1 - 10,000 employees	\$27.56	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$19.45	Per Employee / Per Year

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
595-26	25,001 - 50,000 employees	\$15.06	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$11.60	Per Employee / Per Year
595-26	Performance Reviews (optional)	\$0.86	Per Employee / Per Year
	Saba Talent Suite - Multi-year Agreement Per Employee (First Year)		
595-26	1 - 10,000 employees	\$40.99	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$33.21	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$29.00	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$25.68	Per Employee / Per Year
	Saba Talent Suite – Multi-year Agreement Per Employee (Year 2+)		
595-26	1 - 10,000 employees	\$25.41	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$17.30	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$12.91	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$9.45	Per Employee / Per Year
	Saba Centra for Symposium - Multi-year Agreement (First Year)		
595-26	Centra 7 Base Server License for Symposium – Centra Live server supporting up to 500 simultaneous Symposium users per server.	\$286,982.14	Per Year
595-26	Symposium Concurrent Use License- Multi-year Agreement per concurrent use.	\$2,021.45	Per Year
	Saba Centra for Symposium - Multi-year Agreement (Year 2+)		
595-26	Centra 7 Base Server License for Symposium – Centra Live server supporting up to 500 simultaneous Symposium users per server.	\$271,580.65	Per Year
595-26	Symposium Concurrent Use License- Multi-year Agreement per concurrent use.	\$351.39	Per Year
	EODonline - Multi-year Agreement Per Employee (First Year)		
595-26	1 - 10,000 employees	\$28.21	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$23.11	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$19.79	Per Employee / Per Year

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
595-26	50,001 - 100,000 employees	\$15.04	Per Employee / Per Year
	EODonline - Multi-year Agreement Per Employee (Year 2+)		
595-26	1 - 10,000 employees	\$19.73	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$14.40	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$10.95	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$8.43	Per Employee / Per Year
	Kronos		
	Kronos webTA - Multi-year Agreement Per Employee (First Year)		
595-26	1 - 10,000 employees	\$59.35	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$53.35	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$48.25	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$44.94	Per Employee / Per Year
	Kronos webTA Multi-year Agreement Per Employee (Year 2+)		
595-26	1 - 10,000 employees	\$28.34	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$22.34	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$17.24	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$13.93	Per Employee / Per Year
	Kronos Activites Add-on to WebTA		
595-26	Multi-year Agreement (First Year)	\$7.66	Per Employee / Per Year
595-26	Multi-year Agreement (Year 2+)	\$1.45	Per Employee / Per Year
	Kronos Smart Add-on to WebTA		
595-26	Multi-year Agreement (First Year)	\$14.10	Per Employee / Per Year
595-26	Multi-year Agreement (Year 2+)	\$2.83	Per Employee / Per Year

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
	Kronos Mobile Activites Add-on to WebTA		
595-26	Multi-year Agreement (First Year)	\$41.87	Per Employee / Per Year
595-26	Multi-year Agreement (Year 2+)	\$8.37	Per Employee / Per Year

Implementation Services			
595-26	Implementation Services Includes Design, Configuration, Data Migration, Interface and Reports Development and Testing	Price quoted under Each Task Order	Per Quote

Non-Core Human Capital Services (Professional Services)			
	<p>The following categories of non-core Human Capital Services are offered as professional services on a per-hour basis:</p> <p>Recruiting and Staffing Change Management Employee Communications/Outreach Human Capital Strategy Position Classification and Management Talent Management Learning Management Performance Management Compensation Management Leadership Development Succession Planning Executive Services Employee Relations Labor Relations Separations Management</p>		
595-26	HR Clerk 1	\$35.37	Per Hour
595-26	HR Clerk 2	\$45.51	Per Hour
595-26	HR Clerk 3	\$55.46	Per Hour
595-26	HR Assistant 1	\$62.82	Per Hour
595-26	HR Assistant 2	\$66.90	Per Hour
595-26	HR Specialist 1	\$75.05	Per Hour
595-26	HR Specialist 2	\$83.18	Per Hour
595-26	HR Specialist 3	\$95.40	Per Hour
595-26	HR Senior Specialist 1	\$77.95	Per Hour
595-26	HR Senior Specialist 2	\$86.28	Per Hour
595-26	HR Senior Specialist 3	\$90.45	Per Hour
595-26	HR Senior Specialist 4	\$98.78	Per Hour
595-26	HR Senior Specialist 5	\$111.28	Per Hour
595-26	HR Senior Specialist 6	\$131.05	Per Hour

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
595-26	HR Senior Advisor 1	\$150.11	Per Hour
595-26	HR Senior Advisor 2	\$180.98	Per Hour
595-26	Project Manager 1	\$123.08	Per Hour
595-26	Project Manager 2	\$144.47	Per Hour
595-26	Project Manager 3	\$152.87	Per Hour
595-26	Project Manager 4	\$165.45	Per Hour
595-26	Project Manager 5	\$178.04	Per Hour
595-26	Project Manager 6	\$190.97	Per Hour
595-26	Project Manager 7	\$216.23	Per Hour
595-26	Program Manager 1	\$182.36	Per Hour
595-26	Program Manager 2	\$224.70	Per Hour
595-26	Program Manager 3	\$288.19	Per Hour
595-26	Associate Partner 1	\$243.97	Per Hour
595-26	Associate Partner 2	\$280.18	Per Hour
595-26	Associate Partner 3	\$307.35	Per Hour
595-26	Associate Partner 4	\$348.11	Per Hour
595-26	Associate Partner 5	\$417.78	Per Hour
595-26	Associate Partner 6	\$487.26	Per Hour
595-26	Partner 1	\$357.45	Per Hour
595-26	Partner 2	\$487.26	Per Hour
595-26	Client Financial Management Analyst 1	\$94.00	Per Hour
595-26	Client Financial Management Analyst 2	\$104.41	Per Hour
595-26	Client Financial Management Specialist 1	\$122.20	Per Hour
595-26	Client Financial Management Specialist 2	\$163.47	Per Hour
595-26	Client Financial Management Manager	\$205.87	Per Hour
595-26	Client Financial Management Senior Manager	\$282.00	Per Hour
595-26	Client Financial Management Associate Partner	\$389.90	Per Hour
595-26	Business Integration Analyst 1	\$86.40	Per Hour
595-26	Business Integration Analyst 2	\$86.40	Per Hour
595-26	Business Integration Analyst 3	\$98.83	Per Hour
595-26	Business Integration Analyst 4	\$105.05	Per Hour
595-26	Business Integration Consultant 1	\$98.83	Per Hour
595-26	Business Integration Consultant 2	\$111.23	Per Hour
595-26	Business Integration Consultant 3	\$129.87	Per Hour
595-26	Business Integration Consultant 4	\$153.50	Per Hour
595-26	Business Integration Manager 1	\$171.23	Per Hour
595-26	Business Integration Manager 2	\$190.21	Per Hour
595-26	Business Integration Manager 3	\$202.88	Per Hour
595-26	Business Integration Manager 4	\$215.52	Per Hour
595-26	Business Integration Senior Manager 1	\$234.50	Per Hour
595-26	Business Integration Senior Manager 2	\$259.80	Per Hour

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
595-26	Business Integration Senior Manager 3	\$304.03	Per Hour
595-26	Business Integration Associate Partner 1	\$356.85	Per Hour
595-26	Business Integration Associate Partner 2	\$408.40	Per Hour
595-26	Business Integration Associate Partner 3	\$437.30	Per Hour
595-26	Business Integration Partner	\$500.43	Per Hour